

THE PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED

ANNUAL WORK PLAN FOR 1988

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MISSION, GOALS AND OBJECTIVES

STANDING COMMITTEES

THE PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED

ANNUAL WORK PLAN FOR 1988

I. INTRODUCTION

During Fiscal Year 1987, great change occurred at the President's Committee on Employment of the Handicapped. Our new Executive Committee guided us through a major reorganization which revitalized and strengthened our purpose, structure and programs. During this period established eight standing committees and a drastically altered staff operation.

Organizational change is always challenging. As we proceeded with our reorganization, practically every member of the President's Committee every staff member was invited to accept either a new or different assignment. Always, these changes were designed to achieve a greater good. We're proud to say that in every case both our members and staff accepted change with an unselfish spirit. It was this spirit and overall concern for the betterment of the President's Committee that carried us successfully through the process.

This year's "Fiscal Year's Work Plan" is our first under the reorganization. It is dedicated to the spirit of change, to the spirit of progress, and most gratefully, to the spirit of both our members and staff whose cooperation carried us through what may become to be known as our most important year.

II. PLAN DEVELOPMENT

Since this is our first "Fiscal Year's Work Plan" after our reorganization, it's worthwhile to document the new process and timeliness we expect to follow in the development of these "Work Plans".

To begin the process, our Executive Committee meets and determines the general areas of concern that our agency should strive to address. The names of our Executive Committee members appear in Appendix "A". In addition, we invite the National Council on the Handicapped to share with us any preliminary ideas or general guidance for our future programs. This information is then communicated to our eight standing committees and other organizational units for reference and response as they further define projects for their respective work plans. The draft project ideas emanating from the standing committees and other activities of the President's Committee on Employment of the Handicapped are then combined into the first draft of our "Fiscal Year's Work Plan".

loyment of the Handicapped "to be guided by the general policies of National Council on the Handicapped". We have determined that perhaps the best way to implement this legislative mandate is to involve members of the National Council on the Handicapped in the development of our "Work Plans".

ed on the feedback received from the National Council on the Handicapped, a second draft "Work Plan" is developed. This document is reviewed and approved for publishing by our Executive Committee.

re are are the general timelines for the development of our "Work plans".

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|---------------|----|---|
| May | -- | During the time of our Annual Meeting the Executive Committee begins the process by setting general guidance on future programs. Also the National Council on the Handicapped is solicited for their initial ideas. |
| May-August -- | | The information generated by the Executive Committee and the National Council is reviewed by the President's Committee's standing committees and other organizational units as each develops its draft "Work Plan." |
| September | -- | The combined "Work Plan" is shared with the National Council on the Handicapped for their feedback. |
| November | -- | President's Committee receives comments from the National Council on the Handicapped. |
| January | -- | Formal presentations of next fiscal year's "Work Plan" are made to both the National Council on the Handicapped and the Executive Committee of the President's Committee for final review. |

III. THE PLAN

This section briefly describes the major activities of the President's Committee on Employment of the Handicapped for fiscal year 1988 beginning October 1, 1987 through September 30, 1988. These projects were developed under the leadership of both our Executive Committee and the individual and organizational members of the President's Committee on Employment of the Handicapped. Of course, as the year unfolds, additional activities may be initiated.

In the implementation of our projects we strive to work with other organizations interested in the employment of people with disabilities. All the projects contained in this "Annual Work Plan" are designed to either complement or support the efforts of such groups as vocational rehabilitation, rehabilitation facilities, education and training, including supported employment, projects with industries, "Job Training Partnership Act" programs and more.

Also, as a result of our recent reorganization and membership development activities, a number of related "fact finding" projects have been devised. These activities are noted in this section and more completely reviewed in Appendix "C". They include projects #1, #4, #5, #9, #15 and #35.

Every project we propose in this "Work Plan" for completion during the 1988 Fiscal Year is designed to materially advance the mission and goals of the President's Committee on Employment of the Handicapped. Section IV of this report identifies which goals statement each project is designed to support.

Section V of this "Fiscal Year's Work Plan for 1988" offers a brief synopsis listing our eight new standing committees, along with their individual projects. Also included in this section are their mission statements. The membership listings for all eight standing committees appear in Appendix "B".

documenting the response this Act has had to the vocational education needs of people with disabilities. Our experts counseled us into waiting until this year so that our effort would be more timely with the reauthorization's legislative calendar. During this fiscal year, we will conduct, in cooperation with the American Vocational Association, a hearing designed to begin to document the issues remaining to be resolved as this nation seeks to increase vocational education opportunities for people with disabilities. As a result of this hearing and other related activities, the President's Committee will develop a position paper designed to assist all concerned as we strive to enhance to make the next "Vocational Education Act" and program better able to serve individuals with disabilities. (Note: See Appendix "C").

2.) Job Training Partnership Act (Participation Data)

For the last three years, the President's Committee on Employment of the Handicapped has cooperated with the U. S. Department of Labor in the computing of state by state participation totals of people with disabilities in the various titles of the "Job Training Partnership Act" program. This year, we will again analyze and distribute this data. The participation rates for both youth and adults with disabilities will be indicated. In addition, we will seek to identify trends and issues as we compare previous years. This information will be shared with the states, appropriate agency heads, members of Congress and other key publics.

3.) Employment Preparation (A Program Study)

Progress in employment preparation programs is prelude to progress in employment. Beginning this fiscal year the President's Committee will cooperate with a research facility in the development of a two year or longer study indicating the ability of people with disabilities to access education and training programs and their current status. The information will be collected and analyzed during fiscal years '88 and '89 with the results published next fiscal year.

study of the policy questions and concerns of underserved and unserved disability populations. This fiscal year the President's Committee will develop a survey based on the input of groups of and for people with disabilities to collect disability specific employment preparation information. In addition, these groups will be asked to offer recommendations to the concerns identified for the constituencies they serve. In fiscal year '89 a composite report will be published and distributed outlining the policy issues that remain to be resolved.(Note: See Appendix "C").

5.) Supported Employment (A Forum)

Supported Employment offers persons who are severely disabled an additional mechanism for employment preparation. More can and should be done to refine and advance the utilization of this programming tool. During this fiscal year, the President's Committee will begin a multi-year project designed to assist the field with the implementation of the supported employment initiative. As a beginning step, a forum on the subject will be organized during the time of our Annual Meeting. The findings of this forum will then be published and distributed to key publics. (Note: See Appendix "C").

6.) Career Planning (Instructional Kit)

Currently, the President's Committee distributes a resource kit titled, "The World of Work". The purpose of this kit is to provide teachers, parents and youth group leaders with an instructional unit exploring the subject of career planning, job seeking and job holding skills. During this fiscal year, we will be re-evaluating this kit and evaluating the need for developing a companion kit for adults who have disabilities.

7.) Publications on Employment Preparation (A Review)

The President's Committee currently offers a number of publications dealing with the employment preparation of people with disabilities. During this fiscal year, the President's Committee will undertake a comprehensive review of these materials to determine an overall strategy; to update and revise existing titles; and, to identify additional titles that need to be developed. Any needed new titles will be planned during 1989. It is anticipated that the actual production of new titles will begin during fiscal year 1990.

8.) Youth With Disabilities (Local Meetings)

For the last five years, the President's Committee on Employment of the Handicapped has been pursuing a project called, "Pathways to Employment". This effort brings to local communities a model planning process and community meeting designed to advance their employment related programming for youth with disabilities. To date, thirty-nine local "Pathways to Employment" meetings have been held. This fiscal year, one more "Pathways" meetings will be conducted.

9.) Adult Employment Preparation Issues (Action Planning)

In coordination with the data collection activities described in project #3 and #4, the President's Committee will engage in a consensus building activity designed to involve major organizations in a program of issue identification and joint planning concerning employment preparation programs for adults with disabilities. During this fiscal year, the President's Committee will begin the process by organizing key groups in planning activities for a major National Conference on the subject. The information collected will set the stage for the next fiscal year, when the President's Committee will hold the national conference. (Note: See Appendix "C").

10.) Employment Models (A Publication)

As we seek to expand employment opportunities and options for people with disabilities, one positive way to do this is to identify and distribute information on both public and private sector model employment programs. A variety of examples on how employers have successfully hired, trained or advanced their employees with disabilities will give clues to other employers as well as to those who work with employers. During this fiscal year, the President's Committee will research, select and categorize a variety of employment models designed to offer both evidence and example. This information will be published and widely circulated to key groups.

11.) Expanding Occupational Opportunities (New Alliances)

As our economy changes, and as new technologies lead us to new occupations, the need exists to establish a relationship with groups representing these new growth areas. During this fiscal year, the President's Committee will seek to identify for involvement in our programs, heretofore uninvolved high growth industries and their trade associations. In future years, special efforts will be undertaken to involve these new groups in joint projects designed to expand their employment potential to people with disabilities.

12.) Employers' Involvement (Information Dissemination)

Employers who have experience in the employment of people with disabilities are important spokespersons for our agency's mission. During this fiscal year, an organized effort designed to involve selected employer members of the President's Committee in the collection and dissemination of information on the employment of people with disabilities. Special materials will be assembled and made available to these employer members so as to expand their capability to advance our mission.

13.) Job Accommodation Network of America (Privatization of JAN)

For the last several years, the President's Committee has directed the operation of the "Job Accommodation Network" (JAN). JAN is a toll-free computerized data base offering information on job accommodations. JAN was initiated by the President's Committee to meet a pressing need. Currently, it's supported by grant monies from the National Institute on Disability and Rehabilitation Research and the Rehabilitation Services Administration. During this fiscal year, the President's Committee will seek to support the private fund raising activities of the "Job Accommodation Network of America" (JANA), a private non-profit organization striving to raise the necessary capital to sustain JAN over time and to release it from public funding.

14.) High School/High Tech (Two Demonstration Projects)

The High School/High Tech program is an activity designed to provide high school students with physical disabilities an enrichment program which affords them the opportunity to learn about careers in computer and other high technology related occupations. While the President's Committee has cooperated with prior projects associated with this program, more work needs to be done to package the program model so that other communities can replicate the activity. To this end, the President's Committee was able to interest the Xerox Foundation to support the financial costs associated with the production of two demonstration projects. Over one hundred thousand dollars has been donated for these two programs which will take two years to complete. During this fiscal year, the President's Committee will provide the leadership and oversight necessary to get two demonstrations begun and to begin the work on the program's curriculum and associated materials.

15.) Employment Policy (A National Conference)

Preparing for employment and employing people with disabilities raises a number of policy issues and needs. In order to better define and prioritize these issues and in an attempt to begin to develop a national agenda on these issues, the President's Committee will, this fiscal year, take the lead in sponsoring a high level national employment policy seminar designed to involve key leaders from business, government, education, as well as people with disabilities, in a study of this subject. This national conference is being hosted by Stanford University. A monograph will be published and widely circulated.
(Note: See Appendix "C").

16.) Communications with Labor Press (Sample Stories)

Labor unions represent a valuable resource capable of supporting and advancing employment opportunities for people with disabilities. During this fiscal year, the President's Committee will generate the production of tailored press releases to the labor press on subjects related to the employment of people with disabilities. Sample stories will include subjects such as job accommodation resources, retaining workers who become disabled, union efforts to support the employment of people with disabilities, and more.

17.) Rehabilitation Programs and Unions (State Meetings)

In an effort to expand employment opportunities for people with disabilities in union related occupations, the President's Committee will, this fiscal year, cooperate with the AFL-CIO's Human Resource Development Institute and state committees in the production of two state meetings on this subject. The principles to be involved in these meetings are both rehabilitation program operators and union officials. These two meetings will be held in Texas and Missouri.

18.) Increase Organized Labor's Involvement (An Initiative)

Organized labor is becoming increasingly interested in getting involved at the state level with the network of cooperating State Governors' Committees. During this fiscal year, the President's Committee will determine if state committees have the involvement of organized labor; and, based on these findings, will engage in activities designed to identify and then involve state labor union affiliates in the activities of State Governors' Committees.

19.) Retaining and Hiring Workers Who Become Disabled (A Policy Paper)

Whenever a labor union member becomes disabled, bringing that person back to work quickly and efficiently is important to the company, the individual, as well as the labor union. During this fiscal year the President's Committee will develop a joint statement on labor/management cooperation on returning people with disabilities to work and on hiring them at the entry level. This document will be offered as a policy statement for both employers and organized labor and will be disseminated widely.

20.) Increasing Labor Unions' Awareness (An Information Effort)

Organized labor can better serve their members who have or might acquire a disability if they were to incorporate accessible features into their facilities and programs. During this fiscal year, the President's Committee will initiate an informational effort designed to alert organized labor to the accessibility needs of people with disabilities and "how to" respond to these needs. Information on union hall accessibility, accommodations at meetings, accommodations in contracts, and education on the rights of people with disabilities will be assembled and communicated through the distribution of special publications and networking activities.

21.) Worksite Modification (A Package Panel Presentation)

Each year, many industrial and professional conventions occur that focus on the work environment. Very few of them include programming on worksite modification and accommodation for workers with disabilities. During this fiscal year, the President's Committee will develop a package panel presentation on this subject and will incorporate it into such existing programs as "The World Productivity Conference", "The International Industry Engineering Conference", "The American Occupational Health Conference" and others.

22.) Worksite Modification (A\V Presentation)

During this fiscal year, the President's Committee will develop a self contained slide show that will illustrate the use of technology and environmental modifications in the employment of people with disabilities. The slide show will be available to employers, organizations, professionals and members of the President's Committee on Employment of the Handicapped.

23.) State Governors' Committees (An Intervention Strategy)

Each of the fifty states authorizes an official organizational affiliate to the President's Committee. These State Committees or Councils offer the President's Committee an important outlet to communicate its programs down to the local level. Additionally, these State Committees offer the President's Committee important communications channels as it strives to keep abreast of current trends and issues. Periodically, State Committees have administrative problems which require outside support or intervention. Traditionally, the President's Committee has stood ready to provide this external support or assistance. During this fiscal year, the President's Committee, with the support of the leadership of the State Committees, will research approaches and develop a system to meet these reoccurring needs.

24.) Orientation of New State Chairs and Directors (A Training Program)

As new Chairs and Executive Directors are appointed to the State Governors' Committees, the President's Committee has informally attempted to provide them with an orientation to the activities and resources of the Committee. During this fiscal year, the President's Committee will begin to develop a more standardized and systematic orientation program for new Chairs and Executive Directors.

25.) Profile of State Governors' Committees (A Survey and Study)

Many variations exist among the State Governors' Committees in mission, composition, authority, funding source and method of operation. In order to better understand, and, in turn, better serve the network of State Governors' Committees, the President's Committee will, during this fiscal year, complete an extensive study of these various operations. A report containing the findings of this study will be published and sent to all the States as well as to other interested parties.

26.) Employing Disabled Veterans (Three Community Forums)

During the last several years, the President's Committee, in cooperation with major national veterans organizations, has traveled to various locations across the country to conduct "Community Forums on Employment of Disabled Veterans". The purpose of this activity is to collect and respond to the employment related issues facing disabled veterans. To date, ten "Community Forums" have been held. During this fiscal

year, the President's Committee will conduct three more "Community Forums". They'll be held in San Francisco, California; Fort Bragg, North Carolina; and Frankfort, Kentucky. Each "Forum" will highlight a different aspect relative to the employment of disabled veterans. The San Francisco "Forum" will explore municipal hiring practices; the Fort Bragg "Forum" will explore the pre-separation counseling activities of the Department of Defense for servicemen and women with disabilities; and, the Frankfort "Forum" will examine problems of disabled veterans who are also dislocated workers. Reports will be published and shared with agency heads, veterans' organizations and Congress.

27.) County and Municipal Government Hiring Practices
(Technical Assistance)

As a result of a special conference held last fiscal year, involving representatives from county and municipal governments, the President's Committee learned more about the special problems facing these employers as they strive to employ both people with disabilities and disabled veterans. During this fiscal year, the President's Committee will expand its involvement with the associations serving county and municipal governments; and, in turn, generate technical assistance activities designed to alert and inform local governments on the subject of hiring people with disabilities, including disabled veterans. In addition, a special panel presentation on this subject will be conducted in conjunction with the National Convention of the National Association of Counties.

28.) Pre-Separation Briefings for Disabled Veterans
(Program Improvements)

As a result of its fact finding efforts, the President's Committee has documented the inconsistency of effort relative to educating servicemen and women who become disabled. Disabled veterans leaving the service often don't know where to turn or what or how to begin to improve their chances for future employment. During this fiscal year, the President's Committee will focus attention on this issue by meeting with agency heads and other officials to stimulate program improvements in this area of concern. Additionally, model pre-separation programs, materials and training will be collected and distributed to those pre-separation counseling functions in need of program improvement.

29.) Entrepeneurialship Opportunities (A Special Meeting)

Recent data indicates that decreasing percentages of disabled veterans are participating in the Small Business Administration's loan programs for disabled veterans and individuals with disabilities. In order to attempt to reverse this trend, the President's Committee will, during this fiscal year, meet with Administrator of the SBA and other experts to determine what actions can be taken to expand this program's potential to support the entrepeneurial aspirations of both disabled veterans and people with disabilities. In addition, we will meet with groups of an for people with disabilities to insure their support and knowledge of these opportunities.

30.) Mandatory Job Listing Program (A Study)

As a result of prior meetings sponsored by the President's Committee, a large number of people from all across the country have advised us of the failure of the mandatory job listing program to adequately serve disabled veterans. During this fiscal year, the President's Committee will meet with the officials who administer the program in an effort to develop a more complete statement or white paper on the subject. This document will be widely circulated and will spearhead our efforts to stimulate improvements to the mandatory job listing program.

31.) Employment Issues Facing Disabled Veterans
(A Congressional Briefing)

During this fiscal year, the President's Committee will complete a number of important fact findings activities in the area of employment and disabled veterans. Once these activities have been concluded, the President's Committee will request an opportunity to share its findings with representatives from both the House and Senate Veterans Affairs Committees. The information delivered during this special briefing will be published and distributed widely.

32.) Disabled Minority Americans (Four Regional Meetings)

Often minority group members who have a disability experience additional or unique employment needs. In an effort to better understand and provide for these unique needs, the President's Committee, in cooperation with Howard University and others will sponsor a series of regional meetings dealing with the employment problems facing minority persons with disabilities. These meetings will be held in New York, Atlanta, Boston, and Chicago.

33.) Employment of Workers with Learning Disabilities

The President's Committee on Employment of the Handicapped will continue its role as a national clearinghouse of information on employment of workers who have learning disabilities. A conference track for workers and unemployed adults with learning disabilities will be held as part of the national conference of Association for Children and Adults with Learning Disabilities. Included in the strand will be panels on job advancement, advocating for oneself to get and keep work, and presentations by workers with learning disabilities who are successful.

34.) Role Models in Employment (A Series of Articles)

Many of the issues facing people with disabilities as they seek career opportunities stem from a lack of appreciation that employers and others have for their employment potential. In an effort to generate and circulate information which showcases the employment accomplishments of people with disabilities, the President's Committee will prepare and encourage the publishing of articles on this subject in major trade publications and other business related magazines.

35.) Consumer Input (A Forum)

The President's Committee strongly believes that all programs conducted for the benefit of individuals with disabilities should have the benefit of input from those individuals. As part of a larger fact finding effort, the Committee will sponsor a National Consumer Forum on Disability and Employment Concerns. Early in December 1987 advocacy organizations of disabled individuals will be invited to present their employment goals and objectives to the Committee in a Public Forum. A compendium of the goals and recommendations to the Committee will be published. (Note: See Appendix "C").

36.) Federal Employment (A Seminar)

In cooperation with seven other Federal Agencies the President's Committee will help produce the sixth special seminar for Federal Selective Placement Coordinators, Handicapped Program Managers and others on December 2-4, 1987 in Rockville, Maryland. This three day conference affords unique opportunities to expand the knowledge and skills of participants by providing new and timely information on innovative programs; current legal decisions and special program initiatives such as those dealing with AIDS and drug and alcohol abuse in the workplace.

37.) Hospitality Industry (White House Meeting for CEOs)

The President's Committee is providing support to the Rehabilitation Services Administration and the Office of the Secretary for Special Education and Rehabilitation Services in an effort to sponsor a special meeting for Chief Executive Officers (CEOs) of some of the leading companies in the hospitality industry. The meeting, proposed to be held at the White House, will focus on the value of using the "Supported Employment" program to help offset some of the massive personnel shortages in the industry. The proposed meeting is slated for late winter or early spring.

38.) Corporate Medical Personnel (A Speaker's Program)

Corporate medical directors and related medical personnel have a tremendous potential to support the hiring and retention of workers with disabilities. In order to help the corporate medical community realize that potential, the President's Committee will organize a speaker's program involving its corporate medical representatives and others recruited in a series of panel presentations at the national, state and local meetings of organizations identified by members or by State Governors' Committees.

39.) Insurance Issues (Research Papers)

There are a number of insurance related issues that need to be explored as we seek to facilitate the employment of people with disabilities. During this fiscal year, the President's Committee will examine and document the current concerns facing three broad insurance related issues. These are: 1.) increasing exclusion of some persons with disabilities from health insurance coverage; and, 2.) the effect of insurance pools on certain persons with disabilities. Special "fact sheets" will be prepared on these topics and will be shared with both the insurance industry and groups concerned with the employment of people with disabilities.

40.) Health and Wellness Programs (Making Them Accessible)

Company health and fitness programs contribute to the employability of their corporations' employees. These programs should be available to persons with disabilities. During this fiscal year, the President's Committee will develop a targeted program of information alerting these programs to their obligation to workers with disabilities and offering them information on "how to" serve all employees.

41.) Social Security (SSI Work Incentives Case Studies)

As we strive to make the work incentives provisions in the Supplemental Security Income program better known, information is needed showcasing the employment experiences and successes of those who have used these provisions in order to gain employment. During this fiscal year, the President's Committee will prepare a publication offering case studies depicting how people with disabilities have used Section 1619 and other work incentives to undertake full- and part-time employment. This publication will be circulated to SSI recipients, employment advocates, service providers, States' Governors' Committees, and others. In addition, during this fiscal year, the President's Committee will study and respond to the findings of the Social Security Administration's Advisory Committee's Report on Disability.

42.) Media Access Office (Affiliation and Support)

Recently, the President's Committee has affiliated itself with the Media Access Office in California. The Media Access Office's mission is to interest and involve the movie and television industry in programs supporting a positive image and attitude about people with disabilities. Currently, however, funding problems threaten the program's future. During this fiscal year, the President's Committee will assign a staff assistant to assist the Media Access Office to secure the funding necessary to continue its operation.

43.) The Annual Meeting (Our National Convention)

During this fiscal year, the President's Committee will sponsor a major national convention on the subject of employment and people with disabilities. This will be our 41st "Annual Meeting". It will be held on May 4, 5, & 6, 1988 in Washington, D. C. We expect over 3,000 people from all the fifty states to attend the program.

44.) National Employ the Handicapped Week (A Congressionally Mandated Observance)

Congress has mandated the first full week in October as "National Employ the Handicapped Week" (NETH Week). The President's Committee has lead responsibility for organizing the Nation's observance of NETH Week. During this fiscal year, the President's Committee will prepare media packages containing NETH Week promotional materials and distribute them to the Nation's print and electronic media, as well as

to other organizations. In addition, we will assist in the preparing and distributing of both a Presidential Proclamation and Joint Statement of Cabinet Officers supporting the purpose of NETH Week; and, we will organize and participate in a series of NETH Week activities happening all across the country.

45.) Technical Assistance and Informational Materials (Our Publications Program)

During this fiscal year, the President's Committee will continue and expand its publications program. Currently, fifty-five titles are maintained. Thousands of requests are routinely handles for these materials dealing with employment related topics. In addition, the President's Committee will continue the production of its quarterly magazine. Each quarter, over 22,000 individuals receive copies.

IV. MISSIONS, GOALS AND OBJECTIVES

Two years ago, the President's Committee on Employment of the Handicapped adopted a new mission, goals and objectives statement. In an effort to document how our planned activities respond to this statement of purpose, we've listed each project's number and title from Section III below under the appropriate "program objective". Some projects are listed more than once because they respond directly to two or more program objectives.

MISSION

The mission of the President's Committee is to provide leadership to achieve maximum employment of people with disabilities. This is done by seeking, developing, and providing information and the training necessary to increase levels and quality of employment.

GOAL 1

To establish the President's Committee as the nation's leader in study, development, and implementation of employment policies and programs serving the needs of people with disabilities.

PROGRAM OBJECTIVES

To advise the President on policy, legislation, administration and regulation:

1. Carl D. Perkins Act
15. Employment Policy Study
26. Employing Disabled Veterans

To consult with Congress and Federal Agencies on policy, legislation, administration and regulation:

1. Carl D. Perkins Act
2. Job Training Partnership Act
3. Employment Preparation -- Program Study
4. Employment Preparation -- Policy Study
15. Employment Policy Study
26. Employing Disabled Veterans
28. Pre-Separation Briefings
29. Entrepreneurialship Opportunities
30. Mandatory Job Listings Program
39. Insurance

To consult with and foster cooperation of agencies, groups, and organizations essential to the employment of people with disabilities:

4. Employment Preparation -- Policy Study
5. Supported Employment
8. Youth With Disabilities
9. Employment Preparation Needs Assessment
15. Employment Policy Study
21. Worksite Modification -- Updated Publication
23. State Governors' Committees
24. Orientation of New State Chairs and Directors
27. County and Municipal Government Hiring Practices
28. Pre-Separation Briefings
36. Federal Employment
38. Corporate Medical Personnel
43. National Conference on Employment
44. National Employ the Handicapped Week

To utilize to the greatest possible extent volunteers in the design and delivery of President's Committee programs:

6. Career Planning
12. Employers' Involvement
13. Job Accommodation Network of America
14. High School/High Tech
21. Worksite Modification -- Package Panel
23. State Governors' Committees
24. Orientation of New State Chairs and Directors
27. County and Municipal Government Hiring Practices
38. Corporate Medical Personnel
42. Media Access Office
43. Annual Meeting
44. National Employ the Handicapped Week

To actively solicit the views of persons with disabilities and, where appropriate, parents, from throughout the nation, and to reflect those perceptions in the direction and conduct of President's Committee programs:

26. Employing Disabled Veterans
32. Disabled Minority Americans
35. Consumer Input

GOAL 2

To provide information services to employers, labor, people with disabilities, and related organizations to strengthen awareness, understanding, and support for employment of people with disabilities.

PROGRAM OBJECTIVES

To gather and disseminate technical assistance:

2. Job Training Partnership Act
3. Employment Preparation -- Program Study
4. Employment Preparation -- Policy Study
6. Career Planning
7. Publications on Employment Preparation
10. Employment Models
16. Communications With Labor Press
19. Retaining Workers Who Become Disabled
20. Increasing Labor Unions' Awareness
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28. Pre-Separation Briefings
29. Enterpreneurial Opportunities
32. Disabled Minority Americans
33. Employment of Workers With Learning Disabilities
34. Role Models in Employment
36. Federal Employment
37. Hospitality Industry
38. Corporate Medical Personnel
39. Insurance Issues
40. Health and Wellness Programs
41. Supplemental Security Income
43. Annual Meeting
44. National Employ the Handicapped Week
45. Technical Assistance and Information

To increase employers, unions, and employee awareness and understanding of why and how to expand job opportunities for all people with disabilities:

10. Employment Models
11. Expanding Occupational Opportunities
12. Employers' Involvement

16. Communications With Labor Press
17. Rehabilitation Programs and Unions
18. Increase Organized Labor's Involvement
19. Retaining Workers Who Become Disabled
20. Increasing Labor Unions' Awareness
27. County and Municipal Government Hiring Practices
34. Role Models in Employment
36. Federal Employment
37. Hospitality Industry
38. Corporate Medical Personnel
40. Health and Wellness Programs
41. Supplemental Security Income

To promote adequate education and training of people with disabilities:

2. Job Training Partnership Act
3. Employment Preparation -- Program Study
4. Employment Preparation -- Policy Study
5. Supported Employment
6. Career Planning
7. Publications on Employment Preparation
8. Youth With Disabilities
9. Employment Preparation Needs Assessment
14. High School/High Tech
32. Disabled Minority Americans
37. Hospitality Industry

To encourage technology transfer and training of people with disabilities:

13. Job Accommodation Network of America
21. Worksite Modification -- Package Panel
22. Worksite Modification -- A/V Presentation

To promote education and training to potential employers and labor representatives:

14. High School/High Tech
17. Rehabilitation programs and Unions
18. Increase Organized Labor's Involvement
19. Retaining Workers Who Become

The President's Committee on Employment of the Handicapped maintains a structure of eight standing committees. The membership listings for each appear in Appendix "C".

The purpose of this section is to identify each of the eight standing committees, to list their mission statements and to list their 1988 "Work Plan" projects. This information is present since this will be our first full fiscal year under this structure.

Not all "Annual Work Plan" projects are under the auspices of our eight standing committees. Those projects not reported below are being spearheaded by additional "task forces" or other organizational units of the President's Committee.

Here are the projects of each of the eight Standing Committees:

1. Disability and Employment Concerns Committee

The purpose of the Disability and Employment Concerns Committee is to identify, communicate and address issues and trends that impact or will impact on the employment of people with disabilities.

Projects of this Standing Committee include:

- 32. Disabled Minority Americans
- 33. Employment of Workers With Learning Disabilities
- 34. Role Models in Employment
- 35. Consumer Input

2. Committee on Disabled Veterans

The purpose of the Committee on Disabled Veterans is to serve as a national, nonpartisan forum for the coordination and development of policies and programs to enhance employment and training opportunities for disabled veterans in both the public and private sectors.

Projects of this Standing Committee include:

- 26. Employing Disabled Veterans
- 27. County and Municipal Government Hiring Practices
- 28. Pre-Separation Briefings
- 29. Entrepreneurial Opportunities
- 30. Mandatory Job Listings Program
- 31. Employment Issues Facing Disabled Veterans

3. Employer Committee

The purpose of the Employer Committee is: 1.) to increase, through employer activities, employment opportunities for people with disabilities; 2.) to develop projects and programs designed to promote the employment of people with disabilities; and, 3.) advise and assist the Chairman of the President's Committee on Employment of the Handicapped on employment related issues.

Projects of this Standing Committee include:

10. Employment Models
11. Expanding Occupational Opportunities
12. Employers' Involvement
13. Job Accommodation Network of America
14. High School/High Tech

4. Employment Preparation Committee

The purpose of the Employment Preparation Committee is to enhance and promote opportunities for education, training and work experience available to persons with disabilities.

Projects of this Standing Committee.

1. Carl D. Perkins Act
2. Job Training Partnership Act
3. Employment Preparation -- Program Study
4. Employment Preparation -- Policy Study
5. Supported Employment
6. Career Planning
7. Publications on Employment Preparation
8. Youth With Disabilities
9. Employment Preparation needs Assessment

5. Labor Committee

The purpose of the Labor Committee is to promote the employment of people with disabilities through the resources of organized labor.

Projects of this Standing Committee include:

16. Communications With Labor Press
17. Rehabilitation Programs and Unions
18. Increase Organized Labor's Involvement
19. Retaining Workers Who Become Disabled
20. Increasing Labor Unions' Awareness

6. Medical, Health and Insurance Committee

The purpose of the Medical, Health and Insurance Committee is to examine and respond to medical, health and insurance issues as they affect job opportunities for people with disabilities.

Projects of this Standing Committee include:

38. Corporate Medical Personnel
39. Insurance Issues
40. Health and Wellness Programs

7. State Relations Committee

The purpose of the State Relations Committee is to provide a formal structure to enable State Governors' Committees or State liaison organizations to bring issues and concerns to the attention of the President's Committee.

Projects of this Standing Committee include:

23. State Governors' Committees
24. Orientation of New State Chairs and Directors
25. Profile of State Governors' Committees

8. Work Environment and Technology Committee

The purpose of the Work Environment and Technology Committee is to encourage the environmental and technological accommodation of people with disabilities at the work place.

Projects of this Standing Committee include:

21. Worksite Modification -- Package Panel
22. Worksite Modification -- A/V Presentation

APPENDIX "A"

EXECUTIVE COMMITTEE MEMBERS

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APPENDIX "B"

STANDING COMMITTEE MEMBERSHIP

1. Committee on Disabled Veterans
2. Disability and Employment Concerns Committee
3. Employer Committee
4. Employment Preparation Committee
5. Labor Committee
6. Medical, Health and Insurance Committee
7. State Relations Committee
8. Work Environment and Technology Committee

PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED

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COMMITTEE ON DISABLED VETERANS

SSION

promote the full employment of disabled veterans.

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EMPLOYER COMMITTEE

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To increase through employer initiatives employment opportunities for people with disabilities.

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THE PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED
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STATES RELATIONS COMMITTEE

MISSION

To provide a formal structure to enable State Governors' Committees Employment of the Handicapped or State liaison organization to bring issues and concerns to the attention of the President's Committee. Committee will assist states in matters concerning employment, planning programs, issues, legislation, research and publications.

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APPENDIX "C"

"Fact Finding Projects"

is fiscal year's "Work Plan" is the first to be completed after our standing committee reorganization. With the development of our new standing committees and the enlisting many new members, a heightened need exists for "fact finding" activities. As these new standing committees set their agendas for the coming years, they must begin with a solid foundation of information and research.

As a result, this fiscal year's "Work Plan" includes a large number of "fact finding" activities or projects. They include projects #1, #4, #5, #9, #15, and #35.

While these "fact finding" projects are individual activities serving specific standing committee objectives, they are considered and organized so that they are coordinated to support and complement one another. Each project is designed to feed its findings into the next one so that a sequencing is achieved and duplication avoided. The purpose of this action is to set forth a coordinated plan for these "fact finding" activities.

) December, 1987 -- Project #35, "Consumer Input, A National Forum"... This project of the Disability and Employment Concerns Committee will begin the year long series of "fact finding" activities. The information collected during this session will be sure to focus on those subjects being addressed in more detail during later "fact finding" activities. The information collected will be studied by all other standing committees and will help to shape the agenda for the additional "fact finding" activities listed below.

) December, 1987 -- Project #1, "Carl D. Perkins Act Hearing"... This project is being spearheaded by the Employment Preparation Committee. The "Consumer Forum" project reported above will strive to document issues on this subject, as well as others, and communicate its findings to the leadership of the Employment Preparation Committee so that they can expand on this information with their more specialized hearing on the "Carl Perkins Vocational Education Act". Again, the information collected during this hearing will be shared and studied by the other standing committees involved in other "fact finding" endeavors.

- 3.) May, 1988 -- Project #5, "Supported Employment, A Forum"...This is another project of the Employment Preparation Committee. It will also study the findings of the "Consumer's Forum" held earlier in the year and strive to expand on the information collected on the subject of supported employment. The findings of this session will be communicated to the remaining "fact finding" activities.
- 4.) Spring, 1988 -- Project #4, "Employment Preparation, A Policy Study"... This extended research effort designed to document the employment preparation needs and issues facing people with disabilities will review the findings of the above "fact finding" activities for input. The preliminary findings of this research effort will be shared with the remaining "fact finding" projects listed below.
- 5.) Spring, 1988 -- Project #9, "Adult Preparation Strategies, Action Planning"... A specialized meeting model designed to help local communities organize their resources to better prepare their adults with disabilities for employment is being developed by the Employment Preparation Committee. It's an adult version of our youth "Pathways to Employment" meeting model. As this project begins to codify the basic issue areas that should be explored, the planners of this meeting model will review the results of our previous "fact finding" activities.
- 6.) Summer, 1988 -- Project #15, "Employment Policy Study"... A culminating effort for this fiscal year will be this major national seminar on prioritizing and defining the policy issues and programmatic needs of people with disabilities as they seek both employment and advancement. This consensus building activity will strive to clarify the Nation's agenda on this subject. As the Employment Policy Seminar's planning committee develops its content, the meeting's planners will study the results of previous "fact finding" projects.